

Department of Energy
2008 Federal Human Capital Survey

The Federal Human Capital Survey (FHCS) is administered by the Office of Personnel Management (OPM) to gain an understanding of employee perceptions on whether and to what extent human capital management conditions characterizing successful organizations are present in departments and agencies throughout the Federal government. Nearly 6,100 Department of Energy (DOE) employees participated in the 2008 FHCS administered August 1, 2008 through September 26, 2008. OPM released the 2008 FHCS government-wide results on January 8, 2009. The survey results provide valuable insight into the challenges departments and agencies face to ensure the Federal government has the most productive and effective workforce possible.

DOE's overall results, as well as comparative data from the 2004, 2006, and 2008 surveys and agency rankings by four different category indices are available on the links below. The 2008 survey results for DOE will be used to develop appropriate strategies and practices to further improve human capital management throughout the Department. A few highlights to note on the DOE 2008 FHCS results: there was an upward trend in positive responses on 58 of 73 items asked on the 2006 survey, and the Department had a more positive response rate than the overall government average on 51 of the 74 items asked on the survey. In addition, the Department had more than 50 percent positive responses on 55 of the 74 items asked, which is 7 more than on the 2006 survey. DOE also improved in ranking on three of the four category indices.

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DEPARTMENT OF ENERGY
2008 FEDERAL HUMAN CAPITAL SURVEY RESULTS
(Survey Administration Period 8/1/08 to 9/26/08)

		Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
*1. The people I work with cooperate to get the job done.	N	1,991	3,259	464	301	77	NA		6,092
	%	32.4	53.8	7.6	4.9	1.3	NA	86.2	100
*2. I am given a real opportunity to improve my skills in my organization.	N	1,240	2,771	1,034	750	297	NA		6,092
	%	20.5	45.3	17.1	12.3	4.9	NA	65.7	100
3. I have enough information to do my job well.	N	1,089	3,371	951	547	134	NA		6,092
	%	18.1	55.1	15.6	9.0	2.2	NA	73.2	100
4. I feel encouraged to come up with new and better ways of doing things.	N	1,425	2,433	1,106	760	368	NA		6,092
	%	23.5	39.7	18.1	12.5	6.1	NA	63.3	100
*5. My work gives me a feeling of personal accomplishment.	N	1,604	2,793	879	532	284	NA		6,092
	%	26.4	45.5	14.5	8.9	4.7	NA	71.9	100
*6. I like the kind of work I do.	N	2,131	2,866	688	298	110	NA		6,093
	%	34.9	47.0	11.3	4.9	1.8	NA	81.9	100
*7. I have trust and confidence in my supervisor.	N	1,766	2,257	1,030	589	451	NA		6,093
	%	29.3	36.7	16.9	9.6	7.5	NA	66.0	100
8. I recommend my organization as a good place to work.	N	1,485	2,468	1,128	605	407	NA		6,093
	%	24.3	40.3	18.5	10.1	6.8	NA	64.6	100
		Very Good	Good	Fair	Poor	Very Poor	Do Not Know/ No Basis to Judge	Percent Positive	Total
*9. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N	2,006	2,154	1,165	475	293	NA		6,093
	%	33.0	35.3	19.0	7.8	4.9	NA	68.3	100
10. How would you rate the overall quality of work done by your work group?	N	2,456	2,711	743	141	41	NA		6,092
	%	40.0	44.8	12.3	2.3	0.7	NA	84.8	100
		Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
*11. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N	1,024	3,542	863	525	96	42		6,092
	%	16.8	58.2	14.2	8.5	1.6	0.7	75.0	100
*12. My supervisor supports my need to balance work and other life issues.	N	2,458	2,536	622	257	186	34		6,093
	%	40.0	41.6	10.4	4.3	3.1	0.5	81.6	100
13. Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.	N	1,153	2,680	1,193	680	336	51		6,093
	%	18.9	44.2	19.4	11.1	5.5	0.9	63.1	100
*14. My work unit is able to recruit people with the right skills.	N	600	2,323	1,550	981	485	154		6,093
	%	9.9	38.0	25.4	16.2	8.0	2.5	47.8	100

* AES prescribed items.

Percentages are weighted to be representative of the Agency's population.

Sample or Population: Population

Number in Population: 12,454

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Surveys Completed: 6093

Response Rate: 48.9%

DEPARTMENT OF ENERGY
2008 FEDERAL HUMAN CAPITAL SURVEY RESULTS
(Survey Administration Period 8/1/08 to 9/26/08)

		Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
15. The skill level in my work unit has improved in the past year.	N	864	2,307	1,672	769	324	157		6,093
	%	14.3	38.0	27.2	12.7	5.3	2.5	52.2	100
16. I have sufficient resources (for example, people, materials, budget) to get my job done.	N	649	2,593	1,098	1,196	525	30		6,091
	%	10.6	42.6	17.9	19.7	8.6	0.5	53.2	100
*17. My workload is reasonable.	N	591	2,992	1,046	998	443	22		6,092
	%	9.6	49.6	17.3	16.0	7.2	0.4	59.2	100
*18. My talents are used well in the workplace.	N	924	2,768	986	844	515	56		6,093
	%	15.2	45.4	16.2	13.8	8.5	0.9	60.6	100
*19. I know how my work relates to the agency's goals and priorities.	N	1,766	3,352	599	233	120	23		6,093
	%	29.4	54.8	9.7	3.8	2.0	0.4	84.2	100
*20. The work I do is important.	N	2,491	2,820	523	140	92	27		6,093
	%	41.4	45.8	8.6	2.3	1.5	0.4	87.2	100
*21. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N	1,375	3,065	871	532	234	16		6,093
	%	22.8	50.2	14.2	8.6	3.9	0.3	73.0	100
*22. Promotions in my work unit are based on merit.	N	474	1,837	1,557	1,027	894	304		6,093
	%	8.0	30.4	25.5	16.6	14.6	5.0	38.4	100
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N	220	1,327	1,704	1,352	985	505		6,093
	%	3.6	21.8	27.9	22.3	16.1	8.2	25.5	100
*24. Employees have a feeling of personal empowerment with respect to work processes.	N	445	2,380	1,596	1,025	514	132		6,092
	%	7.3	39.3	26.2	16.7	8.4	2.2	46.6	100
25. Employees are rewarded for providing high quality products and services to customers.	N	630	2,382	1,416	1,027	527	111		6,093
	%	10.3	39.1	23.3	16.8	8.6	1.8	49.4	100
*26. Creativity and innovation are rewarded.	N	533	2,021	1,758	1,084	568	129		6,093
	%	8.7	33.5	28.6	17.7	9.3	2.1	42.2	100
*27. Pay raises depend on how well employees perform their jobs.	N	285	1,267	1,773	1,456	968	342		6,091
	%	4.9	21.4	29.2	23.3	15.6	5.7	26.3	100
28. Awards in my work unit depend on how well employees perform their jobs.	N	489	2,093	1,506	1,045	684	275		6,092
	%	8.3	34.5	24.7	16.9	11.1	4.6	42.8	100
*29. In my work unit, differences in performance are recognized in a meaningful way.	N	321	1,501	1,904	1,331	715	321		6,093
	%	5.4	24.8	31.2	21.7	11.6	5.3	30.2	100
*30. My performance appraisal is a fair reflection of my performance.	N	852	2,859	1,222	608	424	127		6,092
	%	14.2	46.7	20.2	9.8	6.9	2.2	60.9	100
*31. Discussions with my supervisor/team leader about my performance are worthwhile.	N	938	2,497	1,340	741	500	77		6,093
	%	15.4	40.8	22.1	12.2	8.2	1.2	56.3	100

* AES prescribed items.

DEPARTMENT OF ENERGY
2008 FEDERAL HUMAN CAPITAL SURVEY RESULTS
(Survey Administration Period 8/1/08 to 9/26/08)

		Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
*32. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N	955	2,682	1,072	798	425	159		6,091
	%	15.7	43.5	18.1	13.1	7.0	2.6	59.1	100
33. I am held accountable for achieving results.	N	1,375	3,688	714	217	62	37		6,093
	%	22.7	60.3	11.7	3.6	1.0	0.6	83.0	100
34. Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.	N	979	2,588	1,482	353	239	451		6,092
	%	16.2	42.6	24.2	5.8	3.9	7.3	58.8	100
35. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N	1,140	2,841	1,206	341	274	290		6,092
	%	18.7	46.4	20.0	5.7	4.5	4.7	65.1	100
*36. Managers/supervisors/team leaders work well with employees of different backgrounds.	N	1,188	2,919	1,121	373	282	210		6,093
	%	19.6	48.0	18.3	6.2	4.6	3.4	67.6	100
*37. I have a high level of respect for my organization's senior leaders.	N	851	2,138	1,432	926	723	22		6,092
	%	14.5	35.1	23.1	15.2	11.8	0.3	49.6	100
*38. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N	514	1,730	1,735	1,338	730	46		6,093
	%	8.8	28.5	28.3	21.8	11.9	0.7	37.2	100
39. My organization's leaders maintain high standards of honesty and integrity.	N	900	2,140	1,478	743	650	182		6,093
	%	15.3	35.0	23.9	12.2	10.7	3.0	50.3	100
*40. Managers communicate the goals and priorities of the organization.	N	829	2,958	1,201	682	382	41		6,093
	%	13.6	48.3	19.8	11.3	6.2	0.7	62.0	100
*41. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N	826	2,872	1,304	529	266	296		6,093
	%	13.4	47.0	21.4	8.9	4.3	4.9	60.4	100
*42. Employees are protected from health and safety hazards on the job.	N	1,998	3,277	487	182	95	54		6,093
	%	32.8	53.6	8.1	3.0	1.6	0.9	86.4	100
*43. My organization has prepared employees for potential security threats.	N	1,361	3,488	785	276	95	88		6,093
	%	22.3	57.2	12.9	4.6	1.6	1.4	79.5	100
44. Complaints, disputes or grievances are resolved fairly in my work unit.	N	496	1,717	1,712	640	521	1,006		6,092
	%	8.3	28.3	28.0	10.3	8.4	16.6	36.6	100
45. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N	972	2,116	1,273	637	574	521		6,093
	%	16.3	34.7	20.6	10.4	9.4	8.6	51.0	100
46. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerate	N	1,313	2,417	1,073	344	329	617		6,093
	%	21.9	39.5	17.4	5.6	5.3	10.2	61.4	100
47. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N	1,017	2,154	1,313	580	512	517		6,093
	%	17.0	35.3	21.5	9.3	8.4	8.5	52.3	100

* AES prescribed items.

DEPARTMENT OF ENERGY
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(Survey Administration Period 8/1/08 to 9/26/08)

		Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
48. Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.	N	633	2,866	1,366	849	286	93		6,093
	%	10.4	47.2	22.4	13.9	4.7	1.5	57.5	100
*49. Supervisors/team leaders in my work unit support employee development.	N	1,113	3,103	1,014	532	292	39		6,093
	%	18.3	51.0	16.7	8.7	4.8	0.7	69.2	100
50. Employees have electronic access to learning and training programs readily available at their desk.	N	1,515	3,635	596	204	68	75		6,093
	%	25.3	59.6	9.6	3.2	1.1	1.2	85.0	100
*51. My training needs are assessed.	N	677	2,560	1,488	954	335	79		6,093
	%	11.1	42.1	24.4	15.5	5.6	1.3	53.2	100
52. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N	762	2,786	1,255	784	388	117		6,092
	%	12.5	45.6	20.5	13.0	6.5	1.9	58.1	100
53. Employees in my work unit share job knowledge with each other.	N	1,358	3,171	788	535	215	25		6,092
	%	22.0	52.1	13.0	8.8	3.6	0.4	74.2	100
54. Employees use information technology (for example, intranet, shared networks) to perform work.	N	1,981	3,466	416	130	54	45		6,092
	%	32.6	56.8	6.9	2.2	0.9	0.7	89.4	100
		Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Strongly Dissatisfied	Do Not Know/ No Basis to Judge	Percent Positive	Total
*55. How satisfied are you with your involvement in decisions that affect your work?	N	798	2,540	1,326	1,064	364	NA		6,092
	%	13.4	41.8	21.6	17.3	5.9	NA	55.2	100
*56. How satisfied are you with the information you receive from management on what's going on in your organization?	N	694	2,390	1,438	1,148	422	NA		6,092
	%	11.5	39.0	23.6	18.9	7.0	NA	50.5	100
*57. How satisfied are you with the recognition you receive for doing a good job?	N	867	2,327	1,379	1,032	488	NA		6,093
	%	14.5	38.1	22.6	16.7	8.0	NA	52.6	100
*58. How satisfied are you with the policies and practices of your senior leaders?	N	517	2,032	1,765	1,151	627	NA		6,092
	%	8.8	33.6	28.7	18.6	10.3	NA	42.4	100
*59. How satisfied are you with your opportunity to get a better job in your organization?	N	594	1,745	1,807	1,164	782	NA		6,092
	%	9.9	28.7	29.8	18.8	12.8	NA	38.6	100
*60. How satisfied are you with the training you receive for your present job?	N	807	2,605	1,563	777	340	NA		6,092
	%	13.3	42.7	25.8	12.6	5.6	NA	56.0	100
*61. Considering everything, how satisfied are you with your job?	N	1,281	2,813	1,057	654	288	NA		6,093
	%	21.1	46.0	17.4	10.7	4.8	NA	67.1	100
*62. Considering everything, how satisfied are you with your pay?	N	1,136	2,916	1,033	739	267	NA		6,091
	%	18.8	47.8	16.9	12.1	4.4	NA	66.6	100
63. Considering everything, how satisfied are you with your organization?	N	913	2,647	1,258	852	421	NA		6,091
	%	15.1	43.3	20.6	14.1	6.9	NA	58.4	100

* AES prescribed items.

DEPARTMENT OF ENERGY
2008 FEDERAL HUMAN CAPITAL SURVEY RESULTS
(Survey Administration Period 8/1/08 to 9/26/08)

		Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Strongly Dissatisfied	Do Not Know/ No Basis to Judge	Percent Positive	Total
64. How satisfied are you with retirement benefits?	N	1,057	2,924	1,043	555	167	347	6,093
	%	17.9	47.9	16.7	9.1	2.7	5.7	100
65. How satisfied are you with health insurance benefits?	N	942	2,856	945	880	288	182	6,093
	%	16.2	47.2	15.4	13.7	4.5	3.1	100
66. How satisfied are you with life insurance benefits?	N	706	2,848	1,384	490	141	524	6,093
	%	11.8	46.7	22.6	7.9	2.2	8.7	100
67. How satisfied are you with long term care insurance benefits?	N	360	1,504	1,715	424	199	1,890	6,092
	%	6.1	25.0	27.9	6.9	3.1	31.0	100
68. How satisfied are you with the flexible spending account (FSA) program?	N	879	1,901	1,377	169	96	1,671	6,093
	%	14.7	31.3	22.3	2.7	1.5	27.5	100
69. How satisfied are you with paid vacation time?	N	2,404	3,105	357	182	45	NA	6,093
	%	40.1	50.4	5.8	2.9	0.7	NA	100
70. How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or eldercare)?	N	2,382	2,988	445	190	87	NA	6,092
	%	39.6	48.8	7.2	3.0	1.4	NA	100
71. How satisfied are you with child care subsidies?	N	91	258	1,273	136	105	4,230	6,093
	%	1.5	4.3	20.7	2.2	1.7	69.6	100
72. How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?	N	425	1,633	1,431	297	118	2,189	6,093
	%	6.9	26.6	23.4	4.9	1.9	36.3	100
73. How satisfied are you with telework/telecommuting?	N	470	1,026	1,077	623	610	2,287	6,093
	%	7.4	16.4	17.8	10.1	10.3	38.0	100
74. How satisfied are you with alternative work schedules?	N	1,645	2,380	720	318	250	780	6,093
	%	27.3	39.0	11.8	5.2	4.0	12.7	100

* AES prescribed items.

**2008 Federal Human Capital Survey
Department of Energy Trend Report
Number of Surveys Returned: 6093**

This is a summary of your department's or agency's responses to the 2008 Federal Human Capital Survey. This summary displays results by Positive, Neutral, Negative and where applicable, Do Not Know or No Basis to Judge responses. As shown below, for each response scale two responses are categorized as "Positive", one response is categorized as "Neutral", and two responses are categorized as "Negative"

Positive Responses		Neutral Responses	Negative Responses		Do Not Know/No Basis to Judge
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>Do Not Know</i>
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>No Basis to Judge</i>
<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither Satisfied nor Dissatisfied</i>	<i>Dissatisfied</i>	<i>Very Dissatisfied</i>	
<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither Satisfied nor Dissatisfied</i>	<i>Dissatisfied</i>	<i>Very Dissatisfied</i>	<i>No Basis to Judge</i>
<i>Very Good</i>	<i>Good</i>	<i>Fair</i>	<i>Poor</i>	<i>Very Poor</i>	

Department of Energy Trend Report

Personal Work Experiences

01 The people I work with cooperate to get the job done.

	Positive	Neutral	Negative
2008 Governmentwide	83.9%	8.4%	7.7%
2008 Department of Energy	86.2%	7.6%	6.2%
2006 Department of Energy	86.0%	7.6%	6.4%
2004 Department of Energy	89.6%	5.4%	5.0%

02 I am given a real opportunity to improve my skills in my organization.

	Positive	Neutral	Negative
2008 Governmentwide	64.0%	17.9%	18.1%
2008 Department of Energy	65.7%	17.1%	17.2%
2006 Department of Energy	63.7%	17.4%	18.9%
2004 Department of Energy	66.4%	18.3%	15.3%

03 I have enough information to do my job well.

	Positive	Neutral	Negative
2008 Governmentwide	73.4%	15.2%	11.4%
2008 Department of Energy	73.2%	15.6%	11.1%
2006 Department of Energy	72.8%	15.4%	11.9%
2004 Department of Energy	74.9%	16.2%	8.9%

04 I feel encouraged to come up with new and better ways of doing things.

	Positive	Neutral	Negative
2008 Governmentwide	60.7%	19.4%	19.9%
2008 Department of Energy	63.3%	18.1%	18.6%
2006 Department of Energy	63.6%	17.8%	18.6%
2004 Department of Energy	66.4%	18.2%	15.4%

Department of Energy Trend Report

Personal Work Experiences

05 *My work gives me a feeling of personal accomplishment.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	73.4%	14.9%	11.7%
2008 Department of Energy	71.9%	14.5%	13.6%
2006 Department of Energy	70.4%	15.3%	14.3%
2004 Department of Energy	73.9%	13.4%	12.7%

06 *I like the kind of work I do.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	83.8%	11.0%	5.2%
2008 Department of Energy	81.9%	11.3%	6.7%
2006 Department of Energy	80.6%	12.7%	6.8%
2004 Department of Energy	83.7%	11.1%	5.1%

07 *I have trust and confidence in my supervisor.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	64.2%	17.8%	18.0%
2008 Department of Energy	66.0%	16.9%	17.1%
2006 Department of Energy	65.6%	16.7%	17.8%
2004 Department of Energy	N/A	N/A	N/A

08 *I recommend my organization as a good place to work.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	65.5%	19.6%	14.9%
2008 Department of Energy	64.6%	18.5%	16.9%
2006 Department of Energy	61.8%	19.8%	18.4%
2004 Department of Energy	68.2%	15.3%	16.5%

09 *Overall, how good a job do you feel is being done by your immediate supervisor/team leader?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	66.2%	20.9%	12.9%
2008 Department of Energy	68.3%	19.0%	12.7%
2006 Department of Energy	68.0%	19.3%	12.8%
2004 Department of Energy	69.9%	19.1%	11.0%

10 *How would you rate the overall quality of work done by your work group?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	83.4%	13.5%	3.0%
2008 Department of Energy	84.8%	12.3%	3.0%
2006 Department of Energy	85.2%	12.0%	2.8%
2004 Department of Energy	87.2%	10.8%	2.0%

Department of Energy Trend Report

Recruitment, Development, & Retention

11 The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	73.8%	15.1%	10.4%	0.7%
2008 Department of Energy	75.0%	14.2%	10.1%	0.7%
2006 Department of Energy	74.3%	13.7%	11.1%	0.9%
2004 Department of Energy	79.5%	10.6%	9.6%	0.3%

12 My supervisor supports my need to balance work and other life issues.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	75.3%	13.4%	10.6%	0.6%
2008 Department of Energy	81.6%	10.4%	7.4%	0.5%
2006 Department of Energy	83.2%	10.0%	6.2%	0.7%
2004 Department of Energy	84.1%	9.4%	5.9%	0.6%

13 Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	60.6%	21.0%	17.4%	1.0%
2008 Department of Energy	63.1%	19.4%	16.6%	0.9%
2006 Department of Energy	61.7%	20.4%	17.0%	0.9%
2004 Department of Energy	65.7%	18.6%	15.3%	0.3%

14 My work unit is able to recruit people with the right skills.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	44.9%	27.8%	24.5%	2.8%
2008 Department of Energy	47.8%	25.4%	24.2%	2.5%
2006 Department of Energy	42.1%	27.3%	26.9%	3.7%
2004 Department of Energy	48.1%	26.0%	24.0%	2.0%

15 The skill level in my work unit has improved in the past year.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	52.7%	27.2%	17.4%	2.6%
2008 Department of Energy	52.2%	27.2%	18.0%	2.5%
2006 Department of Energy	47.7%	29.6%	19.9%	2.7%
2004 Department of Energy	51.8%	28.9%	17.8%	1.4%

16 I have sufficient resources (for example, people, materials, budget) to get my job done.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	51.2%	18.1%	29.9%	0.8%
2008 Department of Energy	53.2%	17.9%	28.4%	0.5%
2006 Department of Energy	49.4%	18.8%	31.1%	0.8%
2004 Department of Energy	56.5%	16.3%	26.7%	0.5%

Department of Energy Trend Report

Recruitment, Development, & Retention

17 *My workload is reasonable.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	60.0%	16.2%	23.3%	0.5%
2008 Department of Energy	59.2%	17.3%	23.1%	0.4%
2006 Department of Energy	60.1%	15.9%	23.4%	0.6%
2004 Department of Energy	64.3%	14.2%	20.9%	0.6%

18 *My talents are used well in the workplace.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	62.3%	17.0%	19.8%	0.9%
2008 Department of Energy	60.6%	16.2%	22.3%	0.9%
2006 Department of Energy	59.5%	16.8%	22.6%	1.1%
2004 Department of Energy	66.0%	15.7%	17.7%	0.6%

19 *I know how my work relates to the agency's goals and priorities.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	83.9%	10.3%	5.1%	0.6%
2008 Department of Energy	84.2%	9.7%	5.7%	0.4%
2006 Department of Energy	82.6%	10.4%	6.4%	0.6%
2004 Department of Energy	82.2%	12.0%	5.4%	0.4%

20 *The work I do is important.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	90.8%	6.3%	2.6%	0.2%
2008 Department of Energy	87.2%	8.6%	3.8%	0.4%
2006 Department of Energy	87.0%	8.9%	3.9%	0.3%
2004 Department of Energy	88.7%	7.2%	3.7%	0.3%

21 *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	67.2%	14.6%	17.7%	0.5%
2008 Department of Energy	73.0%	14.2%	12.5%	0.3%
2006 Department of Energy	73.1%	13.2%	13.4%	0.4%
2004 Department of Energy	78.4%	11.5%	9.4%	0.7%

Department of Energy Trend Report

Performance Culture

22 *Promotions in my work unit are based on merit.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	35.2%	26.2%	34.0%	4.6%
2008 Department of Energy	38.4%	25.5%	31.2%	5.0%
2006 Department of Energy	36.3%	26.1%	32.6%	5.0%
2004 Department of Energy	38.4%	27.2%	31.9%	2.4%

23 *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	29.6%	26.5%	37.3%	6.5%
2008 Department of Energy	25.5%	27.9%	38.4%	8.2%
2006 Department of Energy	24.7%	27.5%	40.0%	7.9%
2004 Department of Energy	29.7%	27.6%	38.1%	4.7%

24 *Employees have a feeling of personal empowerment with respect to work processes.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	43.8%	28.5%	25.4%	2.3%
2008 Department of Energy	46.6%	26.2%	25.1%	2.2%
2006 Department of Energy	45.6%	26.1%	26.2%	2.1%
2004 Department of Energy	50.4%	24.8%	23.6%	1.3%

25 *Employees are rewarded for providing high quality products and services to customers.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	46.1%	23.6%	28.0%	2.2%
2008 Department of Energy	49.4%	23.3%	25.4%	1.8%
2006 Department of Energy	47.3%	24.0%	27.0%	1.8%
2004 Department of Energy	48.0%	23.0%	27.2%	1.8%

26 *Creativity and innovation are rewarded.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	40.0%	28.1%	29.3%	2.5%
2008 Department of Energy	42.2%	28.6%	27.1%	2.1%
2006 Department of Energy	40.0%	28.5%	29.6%	1.9%
2004 Department of Energy	43.7%	26.2%	28.1%	1.9%

27 *Pay raises depend on how well employees perform their jobs.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	25.6%	26.7%	42.5%	5.2%
2008 Department of Energy	26.3%	29.2%	38.9%	5.7%
2006 Department of Energy	22.6%	29.1%	43.6%	4.8%
2004 Department of Energy	N/A	N/A	N/A	N/A

28 *Awards in my work unit depend on how well employees perform their jobs.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	41.4%	23.2%	30.9%	4.4%
2008 Department of Energy	42.8%	24.7%	28.0%	4.6%
2006 Department of Energy	40.0%	25.4%	30.2%	4.4%
2004 Department of Energy	43.5%	24.7%	29.2%	2.6%

Department of Energy Trend Report

Performance Culture

29 *In my work unit, differences in performance are recognized in a meaningful way.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	31.4%	30.5%	33.8%	4.2%
2008 Department of Energy	30.2%	31.2%	33.3%	5.3%
2006 Department of Energy	28.4%	31.2%	35.5%	4.9%
2004 Department of Energy	32.7%	32.2%	31.0%	4.1%

30 *My performance appraisal is a fair reflection of my performance.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	63.2%	18.0%	16.7%	2.2%
2008 Department of Energy	60.9%	20.2%	16.7%	2.2%
2006 Department of Energy	63.7%	19.4%	15.6%	1.3%
2004 Department of Energy	67.5%	19.2%	12.3%	1.0%

31 *Discussions with my supervisor/team leader about my performance are worthwhile.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	56.2%	23.1%	19.0%	1.8%
2008 Department of Energy	56.3%	22.1%	20.4%	1.2%
2006 Department of Energy	57.7%	21.2%	20.0%	1.1%
2004 Department of Energy	59.9%	22.4%	17.3%	0.6%

32 *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	64.3%	15.9%	16.2%	3.6%
2008 Department of Energy	59.1%	18.1%	20.1%	2.6%
2006 Department of Energy	N/A	N/A	N/A	N/A
2004 Department of Energy	N/A	N/A	N/A	N/A

33 *I am held accountable for achieving results.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	81.8%	12.7%	4.8%	0.8%
2008 Department of Energy	83.0%	11.7%	4.7%	0.6%
2006 Department of Energy	80.8%	13.1%	5.6%	0.5%
2004 Department of Energy	79.2%	13.9%	6.5%	0.4%

34 *Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	56.8%	25.7%	11.0%	6.5%
2008 Department of Energy	58.8%	24.2%	9.7%	7.3%
2006 Department of Energy	55.5%	26.6%	10.5%	7.4%
2004 Department of Energy	59.5%	26.4%	9.2%	4.9%

Department of Energy Trend Report

Performance Culture

35 *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	59.7%	23.8%	10.6%	5.9%
2008 Department of Energy	65.1%	20.0%	10.2%	4.7%
2006 Department of Energy	61.6%	22.5%	10.7%	5.2%
2004 Department of Energy	69.2%	19.7%	7.7%	3.4%

36 *Managers/supervisors/team leaders work well with employees of different backgrounds.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	65.2%	19.4%	12.2%	3.3%
2008 Department of Energy	67.6%	18.3%	10.8%	3.4%
2006 Department of Energy	64.6%	20.1%	12.2%	3.1%
2004 Department of Energy	67.1%	20.2%	10.5%	2.3%

Department of Energy Trend Report

Leadership

37 *I have a high level of respect for my organization's senior leaders.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	51.8%	22.7%	24.9%	0.6%
2008 Department of Energy	49.6%	23.1%	27.0%	0.3%
2006 Department of Energy	47.3%	23.6%	28.9%	0.3%
2004 Department of Energy	47.6%	25.3%	27.0%	0.2%

38 *In my organization, leaders generate high levels of motivation and commitment in the workforce.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	39.9%	28.0%	31.3%	0.9%
2008 Department of Energy	37.2%	28.3%	33.8%	0.7%
2006 Department of Energy	34.8%	28.8%	35.7%	0.7%
2004 Department of Energy	38.8%	27.8%	32.7%	0.7%

39 *My organization's leaders maintain high standards of honesty and integrity.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	49.5%	25.7%	21.6%	3.1%
2008 Department of Energy	50.3%	23.9%	22.8%	3.0%
2006 Department of Energy	47.2%	25.7%	24.2%	2.9%
2004 Department of Energy	49.6%	25.7%	22.0%	2.6%

40 *Managers communicate the goals and priorities of the organization.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	59.7%	21.4%	18.1%	0.8%
2008 Department of Energy	62.0%	19.8%	17.6%	0.7%
2006 Department of Energy	59.9%	21.0%	18.7%	0.5%
2004 Department of Energy	65.3%	18.1%	16.5%	0.1%

41 *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	57.5%	23.6%	13.7%	5.1%
2008 Department of Energy	60.4%	21.4%	13.2%	4.9%
2006 Department of Energy	59.8%	22.4%	13.6%	4.1%
2004 Department of Energy	66.1%	18.5%	12.9%	2.5%

42 *Employees are protected from health and safety hazards on the job.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	76.2%	13.2%	9.6%	1.1%
2008 Department of Energy	86.4%	8.1%	4.6%	0.9%
2006 Department of Energy	85.0%	8.9%	5.1%	1.0%
2004 Department of Energy	87.6%	7.7%	4.5%	0.2%

43 *My organization has prepared employees for potential security threats.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	74.1%	15.6%	8.9%	1.4%
2008 Department of Energy	79.5%	12.9%	6.2%	1.4%
2006 Department of Energy	76.8%	14.1%	7.5%	1.6%
2004 Department of Energy	83.1%	10.8%	5.5%	0.7%

Department of Energy Trend Report

Leadership

44 *Complaints, disputes or grievances are resolved fairly in my work unit.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	39.4%	27.5%	20.8%	12.2%
2008 Department of Energy	36.6%	28.0%	18.8%	16.6%
2006 Department of Energy	37.4%	28.7%	18.7%	15.3%
2004 Department of Energy	42.7%	28.3%	16.9%	12.1%

45 *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	47.7%	23.4%	21.5%	7.4%
2008 Department of Energy	51.0%	20.6%	19.8%	8.6%
2006 Department of Energy	45.8%	23.5%	22.5%	8.2%
2004 Department of Energy	52.5%	22.8%	19.1%	5.6%

46 *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	60.1%	19.2%	11.5%	9.2%
2008 Department of Energy	61.4%	17.4%	11.0%	10.2%
2006 Department of Energy	60.3%	18.1%	11.6%	10.0%
2004 Department of Energy	64.8%	16.3%	11.5%	7.5%

47 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	50.5%	22.6%	19.0%	7.9%
2008 Department of Energy	52.3%	21.5%	17.7%	8.5%
2006 Department of Energy	48.7%	22.7%	19.6%	9.0%
2004 Department of Energy	52.7%	21.7%	18.7%	6.9%

Department of Energy Trend Report

Learning (Knowledge Management)

48 Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	58.3%	22.3%	18.2%	1.3%
2008 Department of Energy	57.5%	22.4%	18.6%	1.5%
2006 Department of Energy	58.6%	22.7%	17.5%	1.2%
2004 Department of Energy	59.8%	22.0%	17.2%	1.0%

49 Supervisors/team leaders in my work unit support employee development.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	64.5%	19.1%	15.6%	0.8%
2008 Department of Energy	69.2%	16.7%	13.5%	0.7%
2006 Department of Energy	67.2%	17.5%	14.7%	0.6%
2004 Department of Energy	71.8%	16.3%	11.6%	0.3%

50 Employees have electronic access to learning and training programs readily available at their desk.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	78.6%	11.9%	7.8%	1.6%
2008 Department of Energy	85.0%	9.6%	4.3%	1.2%
2006 Department of Energy	75.3%	14.2%	8.0%	2.5%
2004 Department of Energy	77.5%	12.4%	8.4%	1.7%

51 My training needs are assessed.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	53.4%	24.7%	20.4%	1.6%
2008 Department of Energy	53.2%	24.4%	21.1%	1.3%
2006 Department of Energy	50.9%	24.7%	23.1%	1.3%
2004 Department of Energy	55.3%	24.3%	19.4%	1.0%

52 Managers promote communication among different work units (for example, about projects, goals, needed resources).

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	54.5%	23.1%	19.6%	2.8%
2008 Department of Energy	58.1%	20.5%	19.5%	1.9%
2006 Department of Energy	56.0%	21.2%	21.0%	1.9%
2004 Department of Energy	58.7%	23.0%	17.4%	1.0%

53 Employees in my work unit share job knowledge with each other.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	75.4%	12.8%	11.3%	0.5%
2008 Department of Energy	74.2%	13.0%	12.4%	0.4%
2006 Department of Energy	73.8%	13.6%	12.1%	0.5%
2004 Department of Energy	75.7%	13.1%	11.2%	0.1%

*Department of Energy Trend Report***Learning (Knowledge Management)**

54 *Employees use information technology (for example, intranet, shared networks) to perform work.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	87.3%	8.2%	3.8%	0.8%
2008 Department of Energy	89.4%	6.9%	3.1%	0.7%
2006 Department of Energy	89.3%	6.9%	3.1%	0.7%
2004 Department of Energy	89.2%	7.1%	3.5%	0.2%

Department of Energy Trend Report

Job Satisfaction

55 *How satisfied are you with your involvement in decisions that affect your work?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	53.4%	22.8%	23.9%
2008 Department of Energy	55.2%	21.6%	23.3%
2006 Department of Energy	54.8%	20.9%	24.4%
2004 Department of Energy	57.6%	19.9%	22.5%

56 *How satisfied are you with the information you receive from management on what's going on in your organization?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	48.1%	24.4%	27.4%
2008 Department of Energy	50.5%	23.6%	25.9%
2006 Department of Energy	48.7%	22.9%	28.3%
2004 Department of Energy	53.9%	20.7%	25.4%

57 *How satisfied are you with the recognition you receive for doing a good job?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	50.3%	22.8%	26.9%
2008 Department of Energy	52.6%	22.6%	24.8%
2006 Department of Energy	50.6%	23.3%	26.2%
2004 Department of Energy	53.4%	21.6%	25.0%

58 *How satisfied are you with the policies and practices of your senior leaders?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	42.3%	28.8%	28.9%
2008 Department of Energy	42.4%	28.7%	28.9%
2006 Department of Energy	39.2%	29.0%	31.8%
2004 Department of Energy	40.5%	28.8%	30.7%

59 *How satisfied are you with your opportunity to get a better job in your organization?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	39.0%	28.2%	32.8%
2008 Department of Energy	38.6%	29.8%	31.6%
2006 Department of Energy	35.2%	30.6%	34.1%
2004 Department of Energy	40.4%	27.0%	32.5%

60 *How satisfied are you with the training you receive for your present job?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	55.3%	24.5%	20.2%
2008 Department of Energy	56.0%	25.8%	18.3%
2006 Department of Energy	52.1%	26.5%	21.5%
2004 Department of Energy	58.9%	21.2%	19.9%

*Department of Energy Trend Report***Job Satisfaction**

61 *Considering everything, how satisfied are you with your job?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	68.5%	17.5%	14.1%
2008 Department of Energy	67.1%	17.4%	15.5%
2006 Department of Energy	66.1%	17.7%	16.2%
2004 Department of Energy	71.3%	14.6%	14.1%

62 *Considering everything, how satisfied are you with your pay?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	60.4%	17.4%	22.2%
2008 Department of Energy	66.6%	16.9%	16.5%
2006 Department of Energy	68.2%	15.8%	16.0%
2004 Department of Energy	71.2%	13.4%	15.4%

63 *Considering everything, how satisfied are you with your organization?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	57.5%	22.2%	20.3%
2008 Department of Energy	58.4%	20.6%	21.0%
2006 Department of Energy	56.1%	21.8%	22.2%
2004 Department of Energy	62.8%	18.5%	18.7%

Department of Energy Trend Report

Satisfaction with Benefits

64 How satisfied are you with retirement benefits?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	60.9%	19.4%	12.5%	7.3%
2008 Department of Energy	65.8%	16.7%	11.8%	5.7%
2006 Department of Energy	67.6%	16.3%	10.8%	5.3%
2004 Department of Energy	70.2%	17.2%	12.7%	N/A

65 How satisfied are you with health insurance benefits?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	62.0%	17.2%	15.8%	5.0%
2008 Department of Energy	63.4%	15.4%	18.2%	3.1%
2006 Department of Energy	58.1%	16.3%	23.2%	2.5%
2004 Department of Energy	50.6%	17.7%	31.7%	N/A

66 How satisfied are you with life insurance benefits?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	60.2%	21.7%	9.5%	8.6%
2008 Department of Energy	58.6%	22.6%	10.2%	8.7%
2006 Department of Energy	56.1%	23.2%	11.6%	9.0%
2004 Department of Energy	59.9%	26.9%	13.2%	N/A

67 How satisfied are you with long term care insurance benefits?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	32.0%	28.4%	9.6%	30.0%
2008 Department of Energy	31.1%	27.9%	10.0%	31.0%
2006 Department of Energy	28.8%	30.0%	11.1%	30.1%
2004 Department of Energy	31.6%	54.3%	14.1%	N/A

68 How satisfied are you with the flexible spending account (FSA) program?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	34.8%	27.0%	3.7%	34.5%
2008 Department of Energy	46.0%	22.3%	4.3%	27.5%
2006 Department of Energy	40.0%	26.3%	4.6%	29.1%
2004 Department of Energy	33.1%	59.9%	7.1%	N/A

69 How satisfied are you with paid vacation time?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	87.7%	7.7%	4.7%
2008 Department of Energy	90.5%	5.8%	3.7%
2006 Department of Energy	91.7%	5.3%	3.1%
2004 Department of Energy	91.2%	5.7%	3.1%

Department of Energy Trend Report

Satisfaction with Benefits

70 How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or eldercare)?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	84.3%	9.4%	6.3%
2008 Department of Energy	88.4%	7.2%	4.4%
2006 Department of Energy	89.4%	6.6%	4.0%
2004 Department of Energy	90.0%	5.9%	4.1%

71 How satisfied are you with child care subsidies?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	9.1%	23.0%	4.2%	63.7%
2008 Department of Energy	5.8%	20.7%	3.9%	69.6%
2006 Department of Energy	6.6%	23.4%	3.7%	66.4%
2004 Department of Energy	14.6%	76.8%	8.6%	N/A

72 How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	28.5%	24.4%	7.4%	39.7%
2008 Department of Energy	33.5%	23.4%	6.8%	36.3%
2006 Department of Energy	32.8%	25.5%	6.5%	35.2%
2004 Department of Energy	45.1%	46.1%	8.8%	N/A

73 How satisfied are you with telework/telecommuting?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	22.6%	20.3%	13.7%	43.3%
2008 Department of Energy	23.8%	17.8%	20.5%	38.0%
2006 Department of Energy	23.6%	19.3%	17.7%	39.4%
2004 Department of Energy	30.9%	50.1%	19.0%	N/A

74 How satisfied are you with alternative work schedules?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	46.9%	17.0%	12.7%	23.4%
2008 Department of Energy	66.3%	11.8%	9.2%	12.7%
2006 Department of Energy	68.2%	11.5%	8.4%	12.0%
2004 Department of Energy	68.9%	21.7%	9.4%	N/A

Demographics

75. Where do you work?

<i>Headquarters</i>	42%
<i>Field</i>	58%

76. What is your supervisory status?

<i>Non-Supervisor</i>	69%
<i>Team Leader</i>	16%
<i>Supervisor</i>	9%
<i>Manager</i>	3%
<i>Executive</i>	3%

77. Are you:

<i>Male</i>	60%
<i>Female</i>	40%

78. Are you Hispanic or Latino?

<i>Yes</i>	7%
<i>No</i>	93%

79. Are you:

<i>American Indian or Alaska Native</i>	2%
<i>Asian</i>	4%
<i>Black or African American</i>	9%
<i>Native Hawaiian or Other Pacific Islander</i>	< 1%
<i>White</i>	81%
<i>Two or more races</i>	3%

80. What is your age group?

<i>25 and under</i>	1%
<i>26 - 29</i>	3%
<i>30 - 39</i>	12%
<i>40 - 49</i>	29%
<i>50 - 59</i>	41%
<i>60 or older</i>	13%

81. What is your pay category/grade?

<i>Federal Wage System</i>	5%
<i>GS 1-6</i>	1%
<i>GS 7-12</i>	27%
<i>GS 13-15</i>	55%
<i>Senior Executive Service</i>	3%
<i>Senior Level (SL) or Scientific or Professional (ST)</i>	1%
<i>Other</i>	9%

82. How long have you been with the Federal Government (excluding military service)?

<i>Less than 1 year</i>	2%
<i>1 to 3 years</i>	9%
<i>4 to 5 years</i>	6%
<i>6 to 10 years</i>	16%
<i>11 to 14 years</i>	6%
<i>15 to 20 years</i>	19%
<i>More than 20 years</i>	43%

83. How long have you been with your current agency?

<i>Less than 1 year</i>	2%
<i>1 to 3 years</i>	15%
<i>4 to 5 years</i>	8%
<i>6 to 10 years</i>	18%
<i>11 to 20 years</i>	32%
<i>More than 20 years</i>	25%

84. Are you considering leaving your organization within the next year?

<i>No</i>	68%
<i>Yes, to retire</i>	7%
<i>Yes, to take another job in the Federal Government</i>	16%
<i>Yes, to take another job outside the Federal Government</i>	5%
<i>Yes, other</i>	5%

85. I am planning to retire:

<i>Within one year</i>	4%
<i>Between one and three years</i>	13%
<i>Between three and five years</i>	13%
<i>Five or more years</i>	69%

Agency	Index 2008	Rank 2008	Index 2006	Rank 2006
NU-NUCLEAR REGULATORY COMMISSION	75.0176	1	69.3919	1
NF-NATIONAL SCIENCE FOUNDATION	68.6088	2	66.2734	3
DR-FEDERAL ENERGY REGULATORY COMMISSION	68.2757	3	63.9825	5
FT-FEDERAL TRADE COMMISSION	68.2313	4	64.3859	4
NN-NAT AERONAUTICS AND SPACE ADMINISTRATION	67.8577	5	66.3106	2
BO-OFFICE OF MANAGEMENT AND BUDGET	64.7399	6	62.3041	8
ST-DEPARTMENT OF STATE	62.9871	7	61.0348	10
GS-GENERAL SERVICES ADMINISTRATION	62.5759	8	62.4511	7
FQ-COURT SERVICES AND OFFENDR SUPERVSN AGY	62.2649	9	54.4652	28
SZ-SOCIAL SECURITY ADMINISTRATION	62.1754	10	61.7730	9
CM-DEPARTMENT OF COMMERCE	61.9809	11	58.0201	18
AM-U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	61.5454	12	57.3085	21
BG-PENSION BENEFIT GUARANTY CORPORATION	61.1406	13	.	.
OM-OFFICE OF PERSONNEL MANAGEMENT	60.9728	14	57.8171	19
DD-ALL DEPARTMENT OF DEFENSE	60.9245	15	59.8538	12
DN-DEPARTMENT OF ENERGY	60.7529	16	59.1363	14
SE-SECURITIES AND EXCHANGE COMMISSION	60.3607	17	63.4368	6
DJ-DEPARTMENT OF JUSTICE	60.0479	18	59.3377	13
EP-ENVIRONMENTAL PROTECTION AGENCY	59.6983	19	57.6289	20
TR-DEPARTMENT OF TREASURY	59.6036	20	58.3788	17
DL-DEPARTMENT OF LABOR	59.4753	21	58.9544	15
SB-SMALL BUSINESS ADMINISTRATION	58.7878	22	50.4981	33
VA-DEPARTMENT OF VETERANS AFFAIRS	57.9468	23	56.5338	24
HE-DEPARTMENT OF HEALTH AND HUMAN SERVICES	57.6637	24	56.7982	23
RR-RAILROAD RETIREMENT BOARD	57.0419	25	54.9300	27
NL-NATIONAL LABOR RELATIONS BOARD	56.8541	26	59.9024	11
ED-DEPARTMENT OF EDUCATION	56.4830	27	53.7537	29
AG-DEPARTMENT OF AGRICULTURE	55.8747	28	56.8666	22
FC-FEDERAL COMMUNICATIONS COMMISSION	55.6811	29	.	.
EE-EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	55.2793	30	55.3788	25
HU-DEPARTMENT OF HOUSING AND URBAN DEVELOP	55.2534	31	55.2909	26
CU-NATIONAL CREDIT UNION ADMINISTRATION	55.0122	32	58.9222	16
NQ-NAT ARCHIVES AND RECORDS ADMINISTRATION	54.5525	33	53.2122	31
IN-DEPARTMENT OF INTERIOR	52.5008	34	51.3523	32
HS-DEPARTMENT OF HOMELAND SECURITY	51.9731	35	46.4309	35
TD-DEPARTMENT OF TRANSPORTATION	50.0536	36	48.6488	34
IB-BROADCASTING BOARD OF GOVERNORS	39.9839	37	41.4260	36

Agency	Index 2008	Rank 2008	Index 2006	Rank 2006
NF-NATIONAL SCIENCE FOUNDATION	65.4652	1	63.9813	1
NU-NUCLEAR REGULATORY COMMISSION	64.9185	2	60.9155	4
FT-FEDERAL TRADE COMMISSION	64.0424	3	61.6383	2
NN-NAT AERONAUTICS AND SPACE ADMINISTRATION	63.4694	4	61.4501	3
DR-FEDERAL ENERGY REGULATORY COMMISSION	62.3921	5	58.0694	8
BO-OFFICE OF MANAGEMENT AND BUDGET	61.0981	6	58.6269	6
FQ-COURT SERVICES AND OFFENDR SUPERVSN AGY	60.9899	7	56.4189	11
CM-DEPARTMENT OF COMMERCE	59.3869	8	57.0595	10
BG-PENSION BENEFIT GUARANTY CORPORATION	57.8135	9	.	.
AM-U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	57.3958	10	57.5023	9
ST-DEPARTMENT OF STATE	57.1972	11	54.7529	13
CU-NATIONAL CREDIT UNION ADMINISTRATION	56.8816	12	59.5356	5
EP-ENVIRONMENTAL PROTECTION AGENCY	56.8347	13	54.5068	15
GS-GENERAL SERVICES ADMINISTRATION	56.0771	14	55.8525	12
OM-OFFICE OF PERSONNEL MANAGEMENT	55.5406	15	51.7146	25
DL-DEPARTMENT OF LABOR	54.4824	16	54.6501	14
HE-DEPARTMENT OF HEALTH AND HUMAN SERVICES	54.4538	17	53.8682	18
TR-DEPARTMENT OF TREASURY	54.2682	18	54.2931	16
DN-DEPARTMENT OF ENERGY	54.1513	19	53.4109	20
DD-ALL DEPARTMENT OF DEFENSE	53.8968	20	53.7699	19
RR-RAILROAD RETIREMENT BOARD	53.7706	21	53.8872	17
NQ-NAT ARCHIVES AND RECORDS ADMINISTRATION	53.5351	22	52.4888	21
DJ-DEPARTMENT OF JUSTICE	53.2625	23	52.3016	23
SZ-SOCIAL SECURITY ADMINISTRATION	52.8403	24	51.5133	27
FC-FEDERAL COMMUNICATIONS COMMISSION	52.7569	25	.	.
SB-SMALL BUSINESS ADMINISTRATION	52.5730	26	49.1383	32
SE-SECURITIES AND EXCHANGE COMMISSION	52.0804	27	58.2047	7
EE-EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	51.9391	28	50.5990	30
ED-DEPARTMENT OF EDUCATION	51.8016	29	49.1655	31
IN-DEPARTMENT OF INTERIOR	51.4731	30	50.6172	29
AG-DEPARTMENT OF AGRICULTURE	51.3430	31	51.7115	26
VA-DEPARTMENT OF VETERANS AFFAIRS	51.1404	32	48.8089	33
HU-DEPARTMENT OF HOUSING AND URBAN DEVELOP	49.0998	33	51.8565	24
NL-NATIONAL LABOR RELATIONS BOARD	48.9047	34	52.4041	22
HS-DEPARTMENT OF HOMELAND SECURITY	46.4461	35	42.3609	36
TD-DEPARTMENT OF TRANSPORTATION	46.1659	36	45.2479	34
IB-BROADCASTING BOARD OF GOVERNORS	40.9753	37	42.4564	35

Agency	Index 2008	Rank 2008	Index 2006	Rank 2006
NU-NUCLEAR REGULATORY COMMISSION	75.3863	1	71.8319	1
NF-NATIONAL SCIENCE FOUNDATION	70.2942	2	67.8383	4
NN-NAT AERONAUTICS AND SPACE ADMINISTRATION	70.1094	3	67.9538	3
FQ-COURT SERVICES AND OFFENDR SUPERVSN AGY	69.8230	4	63.7202	9
FT-FEDERAL TRADE COMMISSION	68.7156	5	65.3128	5
BO-OFFICE OF MANAGEMENT AND BUDGET	68.2765	6	64.3134	6
CU-NATIONAL CREDIT UNION ADMINISTRATION	66.4181	7	69.1383	2
DR-FEDERAL ENERGY REGULATORY COMMISSION	66.0660	8	63.8111	7
GS-GENERAL SERVICES ADMINISTRATION	64.4745	9	63.8100	8
ST-DEPARTMENT OF STATE	64.0541	10	61.6259	11
BG-PENSION BENEFIT GUARANTY CORPORATION	63.2773	11	.	.
CM-DEPARTMENT OF COMMERCE	63.2713	12	61.6762	10
EP-ENVIRONMENTAL PROTECTION AGENCY	61.9192	13	59.9647	17
VA-DEPARTMENT OF VETERANS AFFAIRS	61.4628	14	58.0089	22
DN-DEPARTMENT OF ENERGY	61.0732	15	58.5336	21
DD-ALL DEPARTMENT OF DEFENSE	60.9708	16	60.1168	15
DJ-DEPARTMENT OF JUSTICE	60.7280	17	61.0512	14
TR-DEPARTMENT OF TREASURY	59.9517	18	60.0903	16
FC-FEDERAL COMMUNICATIONS COMMISSION	59.5809	19	.	.
HE-DEPARTMENT OF HEALTH AND HUMAN SERVICES	59.4930	20	58.7109	19
AM-U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	59.1427	21	57.8377	23
SE-SECURITIES AND EXCHANGE COMMISSION	58.2502	22	61.1850	13
AG-DEPARTMENT OF AGRICULTURE	58.2351	23	58.8983	18
SZ-SOCIAL SECURITY ADMINISTRATION	58.1427	24	58.6099	20
ED-DEPARTMENT OF EDUCATION	57.9182	25	53.9084	28
OM-OFFICE OF PERSONNEL MANAGEMENT	57.3998	26	51.4244	31
IN-DEPARTMENT OF INTERIOR	56.9920	27	55.8101	26
NQ-NAT ARCHIVES AND RECORDS ADMINISTRATION	56.5455	28	54.5839	27
NL-NATIONAL LABOR RELATIONS BOARD	56.1219	29	61.2021	12
DL-DEPARTMENT OF LABOR	55.9351	30	56.2187	25
SB-SMALL BUSINESS ADMINISTRATION	54.1779	31	44.8853	35
RR-RAILROAD RETIREMENT BOARD	53.8736	32	52.1161	30
TD-DEPARTMENT OF TRANSPORTATION	53.3042	33	53.3069	29
HS-DEPARTMENT OF HOMELAND SECURITY	53.2519	34	48.6962	33
EE-EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	50.5748	35	48.8922	32
HU-DEPARTMENT OF HOUSING AND URBAN DEVELOP	48.5108	36	48.1585	34
IB-BROADCASTING BOARD OF GOVERNORS	41.2706	37	43.7690	36

Agency	Index 2008	Rank 2008	Index 2006	Rank 2006
NU-NUCLEAR REGULATORY COMMISSION	78.1163	1	73.4960	2
BO-OFFICE OF MANAGEMENT AND BUDGET	78.0318	2	73.7853	1
NF-NATIONAL SCIENCE FOUNDATION	73.3134	3	71.1331	4
NN-NAT AERONAUTICS AND SPACE ADMINISTRATION	72.4408	4	71.8827	3
ST-DEPARTMENT OF STATE	70.4491	5	69.7216	6
AM-U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	69.8756	6	68.7940	9
SZ-SOCIAL SECURITY ADMINISTRATION	69.7874	7	68.8675	8
FQ-COURT SERVICES AND OFFENDR SUPERVSN AGY	69.5838	8	64.0010	29
DR-FEDERAL ENERGY REGULATORY COMMISSION	69.5100	9	65.5868	25
DJ-DEPARTMENT OF JUSTICE	69.2069	10	70.0069	5
EP-ENVIRONMENTAL PROTECTION AGENCY	69.0585	11	67.8656	12
GS-GENERAL SERVICES ADMINISTRATION	68.5198	12	68.4654	10
FT-FEDERAL TRADE COMMISSION	68.2934	13	66.6345	17
VA-DEPARTMENT OF VETERANS AFFAIRS	68.2517	14	66.6878	16
CU-NATIONAL CREDIT UNION ADMINISTRATION	67.9695	15	69.5716	7
CM-DEPARTMENT OF COMMERCE	67.8000	16	66.0611	22
RR-RAILROAD RETIREMENT BOARD	67.5696	17	65.2661	26
DD-ALL DEPARTMENT OF DEFENSE	67.1981	18	67.0450	14
OM-OFFICE OF PERSONNEL MANAGEMENT	67.0544	19	64.4136	28
HE-DEPARTMENT OF HEALTH AND HUMAN SERVICES	66.9637	20	66.3913	20
DL-DEPARTMENT OF LABOR	66.9606	21	66.7791	15
DN-DEPARTMENT OF ENERGY	66.9370	22	66.0454	23
BG-PENSION BENEFIT GUARANTY CORPORATION	66.8247	23	.	.
AG-DEPARTMENT OF AGRICULTURE	66.8182	24	67.6639	13
EE-EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	66.7123	25	66.2597	21
IN-DEPARTMENT OF INTERIOR	66.4233	26	65.7603	24
SB-SMALL BUSINESS ADMINISTRATION	65.9578	27	60.8353	34
TR-DEPARTMENT OF TREASURY	65.6986	28	66.4882	18
SE-SECURITIES AND EXCHANGE COMMISSION	64.7952	29	68.3634	11
HU-DEPARTMENT OF HOUSING AND URBAN DEVELOP	63.8463	30	63.5557	30
ED-DEPARTMENT OF EDUCATION	63.8205	31	61.4740	33
NQ-NAT ARCHIVES AND RECORDS ADMINISTRATION	63.4897	32	63.0219	31
HS-DEPARTMENT OF HOMELAND SECURITY	63.0413	33	58.4202	36
NL-NATIONAL LABOR RELATIONS BOARD	62.8970	34	66.3989	19
TD-DEPARTMENT OF TRANSPORTATION	62.6519	35	64.9248	27
IB-BROADCASTING BOARD OF GOVERNORS	59.3162	36	58.6295	35
FC-FEDERAL COMMUNICATIONS COMMISSION	58.9856	37	.	.